

# ENTERPRISE AGREEMENT

NO: E.A. 182 /1995

DATE REGISTERED: 5-6-95

PRICE: \$ 20-00

FAIRFAX COMMUNITY NEWSPAPERS  
EMPLOYMENT AGREEMENT

*Between*

ST GEORGE AND SUTHERLAND SHIRE LEADER  
CLERICAL DEPARTMENT

*and*

FAIRFAX COMMUNITY NEWSPAPERS

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5. SUPERANNUATION

Superannuation contributions will be to the John Fairfax Retirement Fund and shall be based on the employee's annual salary and the provisions of the Superannuation Guarantee Levy, subject to the provisions of the NSW Industrial Relations Act 1991, Section 180(1) that employees may elect to contribute to an alternative fund by agreement.

6. REASONABLE EXPENSES

All reasonable expenses incurred in carrying out duties on behalf of FCN will be reimbursed to the employee.

7. PUBLIC HOLIDAYS

Any day gazetted as a public holiday for the state shall be considered a public holiday for the purpose of this agreement. No deduction shall be made from the wage of weekly or part time employees for the week in which any of the holidays fall.

The employee may be required to work on any or all public holidays excluding Christmas Day, Boxing Day, New Year's Day, Good Friday or Easter Sunday. Where so required to work, a day in lieu shall be taken at a time mutually agreed to between the employee and the Company or added to the annual leave entitlement. In addition, payment for hours worked on such a holiday shall be paid at ordinary time rates.

8. RELATIONSHIP TO PARENT AWARD

This agreement shall partially regulate the Clerks Newspapers (Metropolitan Award) provided that where there are inconsistencies between the award and the agreement the agreement shall take precedence.

*[Handwritten initials and signatures]*

9. DISPUTES AND GRIEVANCES PROCEDURE

The procedure should cover both individual and collective grievances. The aim is to resolve problems that arise as close to the source as possible with graduated steps for further discussions and resolution at higher levels of authority as necessary.

Stages in such a procedure could be:

1. Employee notifies the employer (in writing or otherwise) as to the substance of the grievance, requests a meeting with the management and states the remedy sought.
2. Discussion held between employee (and representative) and first line manager.

*If the matter not resolved*

3. Employee (and representative) confers with senior manager.

*If the matter not resolved*

4. Joint meeting with more senior management representative.

*If the matter not resolved*

5. Referral to a mutually agreeable third party for mediation.

*If the matter not resolved*

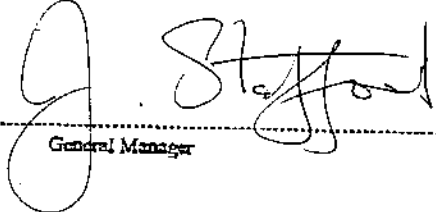
6. Referral to the Industrial Relations Commission

The procedures require:

- \* reasonable time limits to be set for discussion at each stage;
- \* normal work to continue while the procedure is being followed;
- \* if the matter has not been resolved at the conclusion of the discussion, the employer must provide a response to the employee's grievance, including reasons for not implementing any proposed remedy.
- \* that the employee may be represented by an industrial union. In a dispute between employers and their employees each party may be represented by their respective industrial organisations.

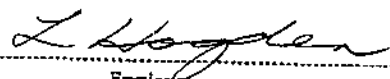
10. TERM

The agreement shall operate from the date of registration and remain in force for a period of three years.

Signed:   
General Manager

Dated: 24/10/94

We accept and agree to the terms set out or referred to in the Fairfax Community Newspapers St George and Sutherland Shire Leader Clerical Department Employment Agreement and this Schedule and we make it clear, certain and not vague that we have entered into this agreement without duress whatsoever.

Signed:   
Employee

Dated: 7-10-94

Signed: \_\_\_\_\_  
Employee

Dated: \_\_\_\_\_

Signed: \_\_\_\_\_  
Employee

Dated: \_\_\_\_\_

Signed: \_\_\_\_\_  
Employee

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Signed: \_\_\_\_\_  
Employee

Dated: \_\_\_\_\_

10. TERM

The agreement shall operate from the date of registration and remain in force for a period of three years.

Signed: [Signature]  
General Manager

Dated: 24/10/94

We accept and agree to the terms set out or referred to in the Fairfax Community Newspapers St George and Sutherland Shire Leader Clerical Department Employment Agreement and this Schedule and we make it clear, certain and not vague that we have entered into this agreement without duress whatsoever.

Signed: [Signature]  
Employee

Dated: 10/10/94

Signed: [Signature]  
Employee

Dated: 10/10/94

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Employee

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Signed: .....  
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Employee

Dated: .....



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Signed: J. Steffens  
General Manager

Dated: 24/10/94

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Signed: Jeffrey Effledt  
Employee

Dated: 5/10/94

Signed: [Signature]  
Employee

Dated: 5/10/94

Signed: N. Brandt  
Employee

Dated: 5/10/94

Signed: [Signature]  
Employee

Dated: 5-10-94

Signed: R.A. Leslie  
Employee

Dated: 6-10-94

Signed: K. Staknberg  
Employee

Dated: 5/10/94

Signed: [Signature]  
Employee

Dated: 5/10/94

Signed: [Signature]  
Employee

Dated: 7/10/94

Signed: [Signature]  
Employee

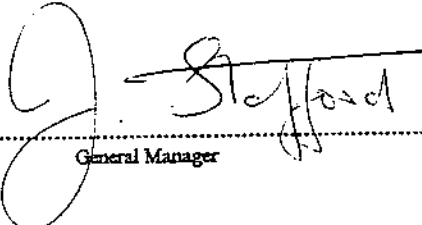
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Employee

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